

Complaint

Jeffrey A. Damon Pro Se

plaintiff

verses

D-E-F Service Group LTD

Defendant

Case # 3:19 cv 986

FILED  
SCRANTON

JUN 07 2019

Per

DEPUTY CLERK

## 1 Parties to Complaint

A. Plaintiff - Jeffrey A. Damon

352 Jefferson ST. Simpson Pa. 18407

B. Defendant. D-E-F Service Group LTD

1171 Volantown Rd.

Griswold CT 06351

## 2 US District Court

A. Discrimination (individual)

employment commission 5 23 2019

00028.

B. D-E-F Service Group LTD

Company Act 1980 Not to Create

Co. Limited by guarantee unless

charity. Shareholders. Laws CT

Employment Controversy about

plaintiff and Defendant

## 3 Employee discrimination

Hiring discrimination

civil action on Commission findings

I'm seeking Relief from the Court

5. Certification and Closing

Fed Rule 11. I certify to the best of my knowledge, information is complete. Not for harassment or delay. Supported by Law or will with reasonable investigation

A. I agree to notify the clerk if I change my address.

06-04-2019

Jeffrey A. Damon  
Jeffrey A Damon

B. 06-04-2019 Please Reply  
Jeffrey A Damon Within 25 Days  
Jeffrey A Damon  
Pro Se



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

**Boston Area Office**

John F. Kennedy Federal Building  
Government Center, Room 475  
Boston, MA 02203-0506

Toll Free Number: (866) 408-8075  
Boston Direct Dial: (617) 565-4805  
Boston Direct Line: (617) 565-3200  
TTY: (617) 565-3204  
FAX: (617) 565-3196

Internet: [www.eeoc.gov](http://www.eeoc.gov)  
Email: [info@eeoc.gov](mailto:info@eeoc.gov)

Jeffrey A. Damon  
352 Jefferson Street  
Simpson, PA 18407

**APR 11 2019**

Re: Damon v. D/E/F Service Group, LTD  
EEOC Charge No. 523-2019-00028

Dear Mr. Damon:

The Equal Employment Opportunity Commission (hereinafter referred to as the "Commission") has reviewed the above-referenced charge according to our charge prioritization procedures. These procedures, which are based on a reallocation of the Commission's staff resources, apply to all open charges in our inventory and call for us to focus our limited resources on those cases that are most likely to result in findings of violations of the laws we enforce.

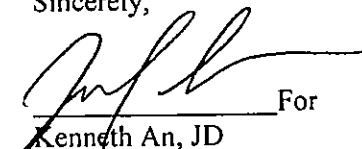
In accordance with these procedures, we have examined your charge based upon the information and evidence you submitted. You allege you were subjected to employment discrimination because of your age in violation of the Age Discrimination in Employment Act of 1967, as amended.

Based upon this analysis the Commission is unable to conclude that the information establishes a violation of Federal law on the part of Respondent. This does not certify that Respondent is in compliance with the statutes. No finding is made as to any other issue that might be construed as having been raised by this charge.

The Commission's processing of this charge has been concluded. Included with this letter is your Notice of Dismissal and Right to Sue. Following this dismissal, you may only pursue this matter by filing suit against the Respondent named in the charge within 90 days of receipt of said notice. Otherwise, your right to sue will be lost.

If you have any questions, please contact Anthony M. Pino, Jr., Enforcement Supervisor, at 1-617-565-3192, Monday to Friday, during normal business hours.

Sincerely,

  
\_\_\_\_\_  
Kenneth An, JD  
Director  
Boston Area Office

EEOC Form 151 (11/16)

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: Jeffrey A. Damon  
352 Jefferson Street  
Simpson, PA 18407

From: Boston Area Office  
John F. Kennedy Fed Bldg  
Government Ctr, Room 475  
Boston, MA 02203



On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

523-2019-00028

Jinny L. Miranda,  
Investigator

(617) 565-3188

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

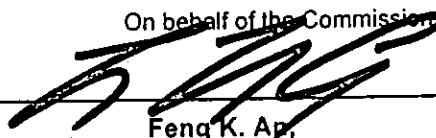
## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed **WITHIN 90 DAYS** of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred **more than 2 years (3 years)** before you file suit may not be collectible.

On behalf of the Commission



Feng K. Ap,  
Area Office Director

APR 11 2019

(Date Mailed)

Enclosures(s)

cc:

D/E/F SERVICE GROUP, LTD.  
1171 Voluntown Rd.  
Griswold, CT 06351

Jeffrey Damon  
352 Jefferson St.  
Simpson Pa 18407

LEHIGH VALLEY  
PA 180  
05 JUN '19  
PM 1.1

U.S. District Court  
235 North Washington Ave.  
Scranton Pennsylvania 18503  
Clerk's Office

RECEIVED  
SCRANTON

JUN 07 2019

DEPUTY CLERK

18503-151299

